

C & M CSD C & M EA

7/1/2006 6/30/2007

**MASTER CONTRACT**  
**BETWEEN**  
**C & M EDUCATION ASSOCIATION**  
**AND THE**  
**C & M COMMUNITY SCHOOL DISTRICT**  
**FOR THE**  
**SCHOOL YEAR**  
**2006-2007**  
**MASSENA, IOWA**

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PUBLIC EMPLOYMENT  
RELATIONS BOARD

DEFINITIONS	1
WAGES AND SALARIES	1
INSURANCE	2
EMPLOYEE WORK HOURS	3
IN-SERVICE TRAINING	3
TRANSFER PROCEDURES	4
EMPLOYEE EVALUATION PROCEDURES	5
STAFF REDUCTION PROCEDURES	5
GRIEVANCE PROCEDURE	6
HEALTH/SAFETY PROVISIONS	8
SICK LEAVE	9
OTHER LEAVES	9
VACATION DATES	11
DUES DEDUCTION	11
COMPLIANCE CLAUSES AND DURATION	11
SALARY SCHEDULE A	13
SALARY SCHEDULE B	15
CAM SALARY SCHEDULE B	16
GRIEVANCE FORMS	17

## **ARTICLE I: DEFINITIONS**

1. The terms "Board", "District" or "Employer" as used in this Agreement shall mean the Board of Education of the C & M Community School District or its duly authorized representative.
2. The term "Employee" as used in this Agreement shall mean all professional employees represented by the C & M Education Association in the bargaining unit as defined and certified by the Public Employment Relations Board.
3. The term "Association" as used in this Agreement shall mean the C & M Education Association and/or its duly authorized representative.
4. The term "day" as used in this Agreement shall mean a day when employees are required to be at work.

## **ARTICLE II: WAGES AND SALARIES**

### **A. EMPLOYEES' SALARIES.**

Each employee shall be paid in accordance with the Teacher Salary Formula attached hereto as Schedule A. Any employee hired prior to October 15 of any school year shall be given full credit for one year of service toward the next step for the following year.

### **B. ADVANCEMENT TO THE NEXT EDUCATIONAL CLASSIFICATION.**

Educational Classification. Employees on the regular Salary Schedule who move from one educational classification to a higher educational classification shall move to the higher classification but said advancement shall not be until the next school year. All courses must be completed prior to September 1 of the year in question. Courses for advancement to the next education classification must be earned after the BA or MA was granted; be in the teacher's assigned subject area or a related field; and must be approved in advance by the Superintendent. Employees will be paid for an earned Masters Degree in education.

### **C. SUPPLEMENTAL SALARY SCHEDULE B ATTACHMENT.**

The salary of each employee covered by the supplemental salary is attached hereto and made a part hereof as Schedule B to the contract.

### **D. EMPLOYEE PAYCHECKS.**

Employee paychecks will be issued in twelve (12) equal installments on or before the 25th day of each month.

E. EMPLOYEE TRAVEL COMPENSATION

Employees required to travel outside the district may be reimbursed at 25 cents per miles or may be provided with a school vehicle if one is available.

## **ARTICLE III: INSURANCE**

TYPES.

The board agrees to provide each full time employee during the term of this contract the following insurance with the maximum monthly premium as shown for each policy.

- a. Health and Major Medical. Not to exceed \$560.49 per employee per month.
- b. Dental Insurance. Not to exceed \$15.00 per employee per month.
- c. Term Life Insurance. \$10,000.00
- d. Disability Insurance. Not to exceed 0.32% of covered compensation.

Part time employees working half time or more may receive prorated insurance on application to the Board. Employees working less than half time per week are not entitled to these insurance benefits.

Employees who elect not to receive health and major medical insurance may elect to receive a sum of \$300 before deduction of the District's share of FICA, IPERS, and unemployment taxes. Employees who do so may not subsequently elect to be covered under the District's Policy unless permitted to do so by the District's insurer and shall be subject to all of the conditions and exclusions required by the insurance carrier.

Employees who elect to not receive health and major medical insurance shall sign a form provided by the District acknowledging the conditions of their election and agreeing to hold the District harmless from the consequences of the election. If a sufficient number of employees do not elect to receive health insurance coverage under the District's plan to maintain a viable group, only those employees who have been approved to be excluded from coverage prior to reaching the minimum number required by the District's insurer shall be permitted to elect out of District health and major medical insurance. New employees will be required to receive health and major medical insurance.

## **ARTICLE IV: EMPLOYEE WORK HOURS**

The normal in-school work day consists of eight (8) consecutive hours. The normal starting time is 8:00 a.m. and the normal ending time is 4:00 p.m. On Fridays and days preceding holidays or vacation periods, the normal workday shall end at the close of the student day. Employees shall not be required to report more than one-half hour before or remain after all their students have left on occasions of amended student attendance hours because of inclement weather. Nothing in this article precludes the employer from assigning duties outside of the normal work hours.

The district will work to develop a schedule with daily breaks, but it does not guarantee daily breaks.

For days of parent-teacher conferences, the normal in-school workday may be adjusted to accommodate parents who cannot attend such events during the normal in-school workday.

For ticket taking, music performances, and student supervision at school activities, the employer will ask for volunteers. If a sufficient number of volunteers are not available, employees may be assigned no more than two (2) such activities or duties without additional compensation. Employees who are involuntarily assigned to more than two (2) such activities or duties shall be paid fifteen Dollars (\$15) for each such additional activity or duty.

If an employee is required to supervise students during their lunch period, he/she will receive a free lunch or the equivalent monetary reimbursement.

## **ARTICLE V: IN-SERVICE TRAINING**

### **A. IN-SERVICE PLANNING.**

An in-service planning committee comprised of three (3) Association members, one Administrator and the Superintendent shall plan the annual District in-service program which shall be submitted to the Board. The Board retains final authority to determine the District in-service program.

### **B. IN-SERVICE TRAINING/DISABLED STUDENTS.**

When a disabled child is placed in a classroom or an employee is regularly scheduled to work with a disabled child, the Board shall provide the employee with appropriate in-service training as soon as it can be reasonably scheduled.

## **ARTICLE VI: TRANSFER PROCEDURES**

### **A. DEFINITIONS.**

Voluntary transfer shall mean the assignment of an employee to a different grade level, subject area or building at the employee's request.

Involuntary transfers shall mean the assignment of an employee to a different grade level, subject area, or building at the initiation of the employer.

A vacancy exists only when it is the intent of the District to replace or hire an employee due to retirement, resignation, termination, or the creation of a new position.

### **B. NOTIFICATION OF VACANCIES.**

Except during the summer vacation, the Superintendent shall announce vacancies which occur during the school year and for the following school year by posting a list of vacancies in the teacher's lounge when the Board takes official action on the vacancy. The notice shall be posted for at least seven (7) days prior to filling the position. During the summer vacation, the Superintendent need only to notify those employees who request a notice of the vacant positions in their major or minor areas of preparation on a form provided with the April paycheck. Notification shall be deemed made when mailed to the employee.

- C. Any teacher may apply for voluntary transfer. Such application shall be in writing to the Superintendent. A current employee requesting a transfer shall be granted an interview. A denial of a transfer to a vacancy existing at the time of such request shall be in writing. Nothing in this article shall preclude the District from hiring an out of District applicant.

- D. In the event that the Superintendent determines that involuntary transfers are necessary, the Superintendent shall give written notice to the affected employees as soon as practicable. There will be a meeting between the employee involved and the Superintendent at which time the employee shall be advised of the reasons for the transfer. If qualified volunteers are available, they shall first be considered in the event of the necessity for involuntary transfers. Involuntary transfers shall ordinarily be made by not later than August 1. In exigent circumstances, such assignments may be made after August 1.

## **ARTICLE VII: EMPLOYEE EVALUATION PROCEDURES**

Certified employees will be evaluated according to the Cumberland & Massena Teacher Evaluation Plan (2004-2005) approved by the CMEA and the Administration. This plan addresses evaluation procedures for both beginning and career teachers.

## **ARTICLE VIII: STAFF REDUCTION PROCEDURES**

### **A. STAFF REDUCTION BASIS/NOTIFICATION.**

The number of employees may be reduced due to a change in program, staff realignment, a change in the size or nature of the student population, and/or due to budget considerations or other good reasons as determined by the Board. When reductions are to be made, notices of termination shall be given staff as prescribed by Section 279.15 of the Code of Iowa.

### **B. LAYOFFS.**

1. Seniority shall be determined by number of years of continuous service to the District. Seniority shall be computed from the date the employee signed his/her individual contract. In cases of ties, when the first seniority list after the date of hire is prepared, the employee having the greater seniority will be determined by the toss of a coin.

Seniority lists shall be established in three areas:

- a. K-6 (regular classroom teachers, Chapter I and TAG teachers).
  - b. 7-12 (determined by subjects, area, and certifications).
  - c. K-12 Special Teachers (music, art, PE, and special education).
2. The employer will select the employee to be terminated after considering the following factors, which are listed in order of priority:
    - a. Certificates, endorsements, approvals, and educational preparation.
    - b. Status as a probationary or non-probationary teacher as determined by the C & M Board Policy. Probationary teachers shall be selected for staff reduction prior to non-probationary teachers.
    - c. Seniority except where the need to maintain the educational and co-curricular program of the District requires otherwise.
    - d. Relative teaching skill, ability and demonstrated performance as measured by the summative evaluation of the current year. A listing of summative evaluation points shall be made within each grouping. The staff member with the lowest total score shall have their contract not renewed.



- e. When the foregoing factors are equal, qualifications for and current participation in co-curricular programs as determined by endorsements approvals, training and experience will be considered.
- f. If all of the foregoing factors are equal, the District shall select the employee whose contract is not renewed.

C. RECALL.

An employee on the recall list shall have recall rights for a period of one (1) year for any position for which they were certified at the time of the reduction and for which they have taught in the District within five (5) years preceding the reduction.

D. SENIORITY LIST.

The Board shall annually post in all buildings and shall deliver to the Association president a list showing seniority status of each employee. Failure to object to a relative standing on the list after ten (10) days from posting shall be deemed a waiver of any objection to the relative standing on the list.

## **ARTICLE IX: GRIEVANCE PROCEDURE**

A. DEFINITIONS.

- 1. **Grievance.** A grievance shall mean that there has been an alleged violation, misinterpretation, or misapplication of any of the specific provisions of this Agreement.
- 2. **Grievant.** Grievant shall mean any teacher, group of teachers, or the Association filing a grievance.

B. REPRESENTATION.

- 1. The Association may process and/or continue a grievance through all levels of the procedure whether or not there is an individual employee who wishes to do so.
- 2. A grievant may be represented at all pre-arbitration stages of the grievance procedure by himself/herself or, at his/her option, by an Association representative selected by the Association. If a grievant is not represented by the Association, the Association shall have the right to be present and to state its views at the final adjustment of the grievance.

C. TIMELINESS.

- 1. Failure to act on any grievances within the prescribed time limits will act as a bar to any further appeal. An administrator's failure to give a decision within the time limits shall permit the grievance to proceed to the next step. The time limits, however, may be extended or reduced by mutual agreement.

2. When sufficient time before the end of the school year does not remain so as to permit full processing of the grievance through all steps of the grievance procedure except binding arbitration, the time limits specified in this Article shall be shortened proportionately. Provided however, that no time limit shall be shortened to less than two (2) days.

D. PROCESSING.

It is agreed that any investigation or other handling or processing of any grievances by the grieving teacher or administrator shall be conducted so as to result in no interference with or interruption whatsoever of the instructional program and related work activities of the grieving teacher or the teaching staff. At the sole discretion of the Board, the grievance procedures may take place during the school day without loss of pay to the person grieving or their representative.

E. LEVEL I -- INFORMAL.

Within ten (10) days following an alleged violation of the contract, an attempt shall be made to mutually resolve any grievance in informal, verbal discussions between the grievant or grievants and their designees, and/or his/her principal.

F. LEVEL II -- FORMAL.

If the grievance cannot be mutually resolved informally, the grievant(s) or the Association shall meet with the principal to file the grievance in writing. The written grievance shall be filed on the grievance form (Appendix A) and shall state the facts of the actual grievance; shall state the specific clause or clauses of the contract alleged to have been violated, misinterpreted or misapplied, and shall state the remedy or remedies requested. The filing of the formal written grievance at the second level must be within twenty (20) days from the date of the occurrence of the alleged violation was known or should have been known to the grievant. The principal shall make a decision on the grievance and communicate it in writing to the grievant, the Association, and the Superintendent within five (5) days after the meeting. Such answer shall include the reasons upon which the decision was based.

G. LEVEL III -- SUPERINTENDENT.

In the event the grievance has not been satisfactorily resolved at Level II, the grievant shall file a written copy of the grievance with the Superintendent or his/her designee within ten (10) days of the receipt of the written Level II decision. Within ten (10) days after such written grievance is filed, the grievant, their designee, and the Superintendent shall meet to resolve the grievance. The Superintendent or his/her designee shall provide a written decision to the grievant and the Association within ten (10) days following the meeting.

H. LEVEL IV -- ARBITRATION.

1. Submission to Arbitration. If the grievant is not satisfied with the disposition of the grievance at Level III, he/she may request that the Association submit his/her grievance to impartial, binding arbitration. If the Association determines that the grievance has merit, it may submit the grievance to arbitration by written notice to the

Superintendent or to the Board of Education within twenty (20) days from the receipt of the Level III decision.

2. Selection of the Arbitrator. The American Arbitration Association will be requested to provide a panel of seven arbitrators. By lot, each of the two parties will alternatively strike one name at a time from the panel until only one shall remain. The remaining name shall be the arbitrator.

The arbitrator shall decide all substantive and procedural arbitrability issues arising under this Agreement. The arbitrator's decision will be in writing and will set forth his/her findings of fact, reasoning, and conclusions on the issues submitted. The arbitrator shall not have the power or authority to amend, modify, nullify, ignore or add to the terms of this Agreement. His/Her authority shall be strictly limited to deciding only the issue or issues presented to him/her in writing by the District and the Association and his/her decision must be based solely and only upon his/her interpretation of the meaning and application of the expressed language of the agreement. The decision of the arbitrator shall be final and binding upon the parties and shall be reviewable only as provided by Iowa law.

3. Cost of Arbitration. Expenses for the arbitrator's services shall be borne equally by the Board and the Association.

I. GRIEVANCE FILES.

All documents, communications, and records dealing with the processing of a grievance shall be filed separately from the personnel files of the participants. In appropriate cases, a grievance decision may be included in a personal file.

The Board agrees to provide information to the Association necessary to process a grievance and which would be required to be provided as part of the duty to bargain under the Iowa Public Employment Relations Act.

## **ARTICLE X: HEALTH/SAFETY PROVISIONS**

A. PHYSICAL FITNESS.

After initial employment, the employer shall reimburse actual out-of pocket expenses paid by an employee to provide the Board required physical but not to exceed Ninety Dollars (\$90).

B. MEDICATION AND MEDICAL FUNCTIONS.

The board shall not require any employee to dispense or administer medication or perform any other medical or medically-related function.

C. UNSAFE AND HAZARDOUS CONDITIONS.

The employer will use its best efforts to maintain a safe working environment.

## ARTICLE XI: SICK LEAVE

Employees shall be granted paid sick leave for personal illness or injury in the following amounts:

1 <sup>st</sup> year of employment	10 days
2 <sup>nd</sup> year of employment	11 days
3 <sup>rd</sup> year of employment	12 days
4 <sup>th</sup> year of employment	13 days
5 <sup>th</sup> year of employment	14 days
6 <sup>th</sup> and subsequent years of employment	15 days

The above amounts shall apply to consecutive years of professional employment in the District. Unused sick leave days may be accumulated and carried forward to subsequent year. A maximum of 95 days may be accumulated and carried over each school year. The additional allotment will be added at the beginning of the year to the carry over days. Sick leave days shall be taken in one-half or full day increments, rounded to the nearest half day.

Part time employees shall receive prorated sick leave. The proration shall be based on the percentage of the employee's employment during the school year as compared to full time.

Employees may use up to five days per year of accumulated sick leave to care for immediate family members who are seriously ill or seriously injured. Immediate family is defined as: spouse, children, grandchildren, mother, father, brother, sister, niece, nephew, grandfather, or grandmother of the employee or his or her spouse.

## ARTICLE XII: OTHER LEAVES

### A. ASSOCIATION LEAVE.

Up to a total of four (4) days paid leave may be granted for representatives of the Association to attend the ISEA delegate assembly/official lobby days. The Association shall reimburse the employer for the cost of any substitute teachers hired as a result of the utilization of this leave. Notice of intention to exercise this leave shall be given to the Building Principal not less than five (5) days in advance.

### B. PROFESSIONAL LEAVE.

The district may provide each employee contracted under Schedule A a maximum of \$150 for travel, meals, and registration fees, to be used to attend one professional seminar, conference, workshop, clinic, or school visitation of their choice with administrative approval.

In addition, the district may provide each employee contracted under Schedule B a maximum of \$100 per high school Schedule B contract, for travel, meals, and registration fees, to be used to attend a professional seminar, conference, workshop, or clinic of their choice with administrative approval.

Professional leave falling under the category of Schedule A will be paid from the following sources: Phase III, Federal Funds, or the General Fund. Professional leave falling under the category of Schedule B will be paid from the activity account of the activity represented. All professional leave shall be requested and approved at least one week in advance.

When the district requests an employee to attend a professional seminar, conference, workshop, clinic, or school visitation, this request will not be counted as the employee's choice of professional leave, unless mutually agreed. The district will pay fees associated with the attendance of the events.

C. PERSONAL LEAVE.

Employees will be granted two (2) days of personal leave per year. In addition, employees are allowed to carry into the next year up to three (3) days of unused personal leave from the previous year. The employee may accumulate a maximum of five (5) personal leave days per year under this provision. Teachers will have the opportunity to receive one extra day per year in exchange for paying the cost of a substitute for the day. In order to take the leave, the employee must notify the Superintendent or his/her designee at least three (3) days in advance, except in case of an emergency. Personal leave will not be granted during the first week of school, nor at times immediately preceding or following vacations, except to attend state sponsored school events in which a family member is involved.

D. BEREAVEMENT LEAVE.

Employees may be granted up to five (5) days bereavement leave for a death in the family. For purposes of this section, family is defined as spouse, children, grandchildren, mother, father, brother, sister, niece, nephew, grandfather, or grandmother of the employee or his or her spouse. In the sole discretion of the District, additional time may be granted up to a limit of ten (10) days in the event of the death of an employee's spouse or children. An employee may be granted annually up to two days total to attend funerals of individuals who are outside the previously mentioned relationships.

E. JURY DUTY.

Employees will be excused for jury duty. The employee will receive full salary with any payment for jury duty to be remitted to the School District. An employee shall be granted leave the days subpoenaed to testify in judicial or administrative proceedings, but only for such time as is actually spent on the witness stand and reasonable travel time.

F. FAMILY AND MEDICAL LEAVE.

The District agrees to comply with its policy on Family and Medical Leave. Paid leaves shall be utilized before family and medical leave.

G. GOOD CAUSE LEAVE.

Other temporary leaves of absence either with or without pay may be granted in the sole discretion of the Superintendent or his designee for good cause shown. The exercise of this discretion is not subject to the grievance procedure of this contract.

### **ARTICLE XIII: VACATION DATES**

School shall not be held on the following ten (10) holidays: Labor Day; Thanksgiving Day; the Friday after Thanksgiving; Christmas Eve Day; Christmas Day; New Year's Eve Day; New Year's Day; the Friday before Easter; the Monday following Easter and Memorial Day. No employee shall be required to perform duties on any of the above holidays. Five (5) of these holidays shall be counted in the one hundred ninety-two (192) day contract. School shall be dismissed at least one hour early on the day preceding Thanksgiving, Christmas, and Easter break.

Any days beyond the stated contract days shall be paid per diem.

### **ARTICLE XIV: DUES DEDUCTION**

1. It shall be the responsibility of the Association to inform its members of the dues deduction system and to provide the necessary authorization cards for the deduction.
2. Upon receipt of a properly completed payroll authorization at least ten (10) days before the next pay date, the Board shall deduct a one-tenth (1/10th) share of the total amount authorized for each regular monthly paycheck of the employee for each succeeding month of employment ending in June.
3. Employees who begin payroll dues deductions after the September paycheck shall have the total amount authorized prorated over the remaining months of employment through June.
4. Dues deduction authorization shall not need to be re-executed at the end of each school year and may be revoked at any time on thirty (30) days written notice given to the Board and the Association.
5. The Association agrees to hold the Board harmless and indemnify it from all costs, expenses, attorney fees and damages arising out of or connected in any way with any dispute or disagreement between the Association and a member or former member arising out of the Board's payroll deductions under this article.

### **ARTICLE XV: COMPLIANCE CLAUSES AND DURATION**

1. Separability and Entire Agreement.

If any provision of this Agreement or any application of this Agreement to any employee or group of employees is held contrary to law, then such provision or application shall not be deemed valid and continuing except to the extent permitted by law; and the District and the Association shall enter into negotiations within a reasonable period of time to replace said provision. All other provisions or application shall continue in full force and effect.

This Agreement represents the entire Agreement between the parties and supersedes any previous agreements written or verbal.

2. Duration.

This Agreement shall be effective as of July 1, 2006 and shall continue in effect through June 30, 2007, except for Schedule A, Schedule B, and the Insurance Article which shall be subject to renegotiation for the period July 1, 2006 through June 30, 2007 on a timely request to bargain by either party. Schedule A, Schedule B, and the Insurance Article may be opened on an annual basis, and one language item may be opened every two years. Other language items may be opened every two years. Other language items may only be renegotiated by mutual agreement of the parties.

3. Signature Clause.

In witness whereof, the parties hereto have caused this Agreement to be signed by their respective presidents, attested by their respective chief negotiators, and their signature placed thereon, all on the 10th day of April, 2006.

C & M COMMUNITY SCHOOL DISTRICT  
EDUCATION ASSOCIATION

By: Karen Carns  
Its President

By: Joellen Lage  
Its Secretary

By: Michael A. Cornak  
Its Chief Negotiator

C & M COMMUNITY SCHOOL DISTRICT  
BOARD OF EDUCATION

By: Belen Becker  
Its President

By: Linda Edwards  
Its Secretary

By: Steve Rife  
Its Chief Negotiator

## SCHEDULE A

### 2006-2007 Teacher Salary Formula C & M Community School

	BA	BA+12	BA+24	MA	MA+12
Base	\$23,500	\$24,000	\$24,450	\$25,200	\$25,675
Increment Determiner	2.8%	3.0%	3.2%	3.4%	3.6%
Calculations	9	10	11	12	13
Maximum	\$30,130.47	\$32,253.99	\$34,574.47	\$37,639.77	\$40,661.86
Employee Flat Dollar Career Increment		\$1,050	\$1,100	\$1,150	\$1,200

The Career Increment will begin after an employee has reached the maximum of a salary column. If an employee has reached the career increment, they shall receive an annual increase of the listed amount above.

Master Formula: (Previous year's salary times increment determiner) plus increase in base plus year's salary equals new salary. In case of lane change, increment determiner used will be at new lane level and the difference between the two lane bases will be added to the master formula.

#### Provisions:

Beginning salaries of experienced teachers new to the C & M District will be set slightly below the salary of a C & M veteran teacher with an equal number of years experience.

Reduction, if any, of Phase I and II funds received by the district from the State of Iowa will reduce payments to teachers in like amount.



	BA	BA + 12	BA + 24	MA	MA + 24
	1.028	1.03	1.032	1.034	1.036
0	\$23,500.00	\$24,000.00	\$24,450.00	\$25,200.00	\$25,675.00
1	\$24,158.00	\$24,720.00	\$25,232.40	\$26,056.80	\$26,599.30
2	\$24,834.42	\$25,461.60	\$26,039.84	\$26,942.73	\$27,556.87
3	\$25,529.79	\$26,225.45	\$26,873.11	\$27,858.78	\$28,548.92
4	\$26,244.62	\$27,012.21	\$27,733.05	\$28,805.98	\$29,576.68
5	\$26,979.47	\$27,822.58	\$28,620.51	\$29,785.39	\$30,641.44
6	\$27,734.90	\$28,657.26	\$29,536.37	\$30,798.09	\$31,744.54
7	\$28,511.47	\$29,516.97	\$30,481.53	\$31,845.22	\$32,887.34
8	\$29,309.79	\$30,402.48	\$31,456.94	\$32,927.96	\$34,071.28
9	\$30,130.47	\$31,314.56	\$32,463.56	\$34,047.51	\$35,297.85
10		\$32,253.99	\$33,502.39	\$35,205.13	\$36,568.57
11			\$34,574.47	\$36,402.10	\$37,885.04
12				\$37,639.77	\$39,248.90
13					\$40,661.86
Employee Flat Dollar		\$1,050.00	\$1,100.00	\$1,150.00	\$1,200.00
Career Increment					

## C & M Community School District Extra Duty Pay Formula Schedule B

Payment for Schedule B extra duty assignments will be determined by calculating an extra duty base which shall be the same as the teaching base earned at the BA level with teaching experience equivalent to the number of years of experience in the assigned extra duty. The product of the extra duty base multiplied by the percent factor assigned to that extra duty shall be the rate of pay for said extra duty assignment.

Assignment	% of Extra Duty Base
Music (Instrumental)	6.0
Music (Vocal)	5.0
Athletic Director	8.5
Football	8.5
Wrestling	8.5
Basketball	8.5
Baseball	8.5
Softball	8.5
Volleyball	8.5
Track	8.5
Golf	8.5
Contest Speech	8.5
Cross Country	6.5
Assistant Speech	6.5
Assistant Basketball	6.5
Assistant Football	6.5
Assistant Baseball	6.5
Assistant Volleyball	6.5
Assistant Softball	6.5
Assistant Track	6.5
Assistant Wrestling	6.5
Assistant Golf	6.5
Yearbook	5.0
Jr. High Football	3.5
Jr. High Basketball	3.5
Jr. High Wrestling	3.5
Jr. High Track	3.5
Jr. High Volleyball	3.5
H. S. Cheerleading per sport	2.0
Jr. High Cheerleading per sport	1.0
Three Act Play	3.0
National Honor Society	1.3
Girls VB and BB Chaperone	.85
Junior Class Sponsor (3) @	1.0

CAM SUPPLEMENTAL PAY SCHEDULE B			
HEAD COACH	0-5TH YEAR	6-11 YEARS	12 OR MORE
	\$40	\$50	\$60
0	\$2,020	\$2,270	\$2,580
1	\$2,060	\$2,320	
2	\$2,100	\$2,370	
3	\$2,140	\$2,420	
4	\$2,180	\$2,470	
5	\$2,220	\$2,520	
ASS'T COACH			
	\$25	\$35	\$45
0	\$1,420	\$1,580	\$1,800
1	\$1,445	\$1,615	
2	\$1,470	\$1,650	
3	\$1,495	\$1,685	
4	\$1,520	\$1,720	
5	\$1,545	\$1,755	
JH COACH	\$20	\$30	\$40
0	\$820	\$950	\$1,140
1	\$840	\$980	
2	\$860	\$1,010	
3	\$880	\$1,040	
4	\$900	\$1,070	
5	\$920	\$1,100	

Changed March 2005

## GRIEVANCE FORM

# \_\_\_\_\_

\_\_\_\_\_  
Date Filed

C & M COMMUNITY SCHOOL

\_\_\_\_\_ School

Distribution of Form:

1. C & M Education Association
2. Principal
3. Superintendent
4. Employee
5. Board Members

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### LEVEL II

A. Date Violation Occurred: \_\_\_\_\_

B. Section of Contract Violated: \_\_\_\_\_

C. Statement of Grievance: \_\_\_\_\_

D. Relief Sought: \_\_\_\_\_

\_\_\_\_\_  
Date

\_\_\_\_\_  
Signature

E. Disposition by Principal: \_\_\_\_\_

\_\_\_\_\_  
Date

\_\_\_\_\_  
Signature of Principal

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**LEVEL III**

A. \_\_\_\_\_  
Date Signature

B. Disposition by Superintendent or designee: \_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_ Date Signature of Supt. or Designee

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**LEVEL IV**

A. \_\_\_\_\_  
Signature of Grievant

B. \_\_\_\_\_  
Date Submitted to Arbitration Date Received by Arbitrator

C. Disposition and Award of Arbitrator: \_\_\_\_\_

\_\_\_\_\_

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\_\_\_\_\_

\_\_\_\_\_ Date of Decision Signature of Arbitrator